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Area Wage Survey
El Paso-Las Cruces-Alamogordo, TX-NM
March 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
May 1988

This summary presents results of a March 1988 survey of occupational wages and employee benefits in the El Paso-Las Cruces-Alamogordo area, which consists of El Paso County, TX; and Dona Ana and Otero Counties, NM. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 113 establishments employing 37,231 workers was selected to represent 494 establishments employing 86,089 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in El Paso-Las Cruces-Alamogordo, TX-NM, March 1988

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 and over
Secretaries	284	8.82	8.66	7.22- 9.99	-	-	-	1	14	5	2	21	42	16	23	41	19	29	17	7	23	21	-	2	1	-	-
Secretaries I	47	7.17	7.21	5.77- 7.21	-	-	-	1	6	5	2	2	24	-	2	-	1	-	-	-	2	2	-	-	-	-	-
Secretaries II	70	7.76	7.96	6.63- 8.66	-	-	-	-	8	-	-	14	8	5	2	24	1	7	1	-	-	-	-	-	-	-	-
Secretaries III	135	9.35	9.05	8.10-10.10	-	-	-	-	-	-	-	4	10	11	19	15	16	20	14	5	7	14	-	-	-	-	-
Secretaries IV	11	11.75	12.63	- -	-	-	-	-	-	-	-	1	-	3	-	2	-	-	-	-	3	4	-	2	-	-	-
Stenographers	9	9.03	8.78	- -	-	-	-	-	-	-	-	1	-	3	-	2	-	-	-	-	3	4	-	-	-	-	-
Typists	18	7.41	7.06	6.35- 9.58	-	-	-	1	-	3	3	1	4	1	-	-	-	4	1	-	-	-	-	-	-	-	-
Typists II	16	7.64	7.06	6.39- 9.58	-	-	-	-	-	3	2	1	4	1	-	-	-	4	1	-	-	-	-	-	-	-	-
Word processors	49	7.09	6.97	6.25- 8.17	-	-	-	-	4	4	12	5	5	3	12	1	3	-	-	-	-	-	-	-	-	-	-
Word processors I	42	6.76	6.64	6.05- 8.36	-	-	-	-	4	4	12	4	4	3	7	1	3	-	-	-	-	-	-	-	-	-	-
Key entry operators	180	5.74	5.44	5.19- 6.00	-	-	3	12	77	40	21	12	2	6	5	1	1	-	-	-	-	-	-	-	-	-	-
Key entry operators I	138	5.41	5.30	5.00- 5.72	-	-	3	12	77	29	11	5	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Key entry operators II	42	6.82	6.47	5.98- 7.73	-	-	-	-	-	11	10	7	1	6	5	1	1	-	-	-	-	-	-	-	-	-	-
File clerks	60	4.48	4.01	3.76- 5.27	5	25	12	2	9	2	-	-	4	-	1	-	-	-	-	-	-	-	-	-	-	-	-
File clerks I	47	4.05	3.90	3.65- 4.40	5	25	11	-	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
File clerks II	12	5.84	5.59	- -	-	-	1	2	3	2	-	-	4	-	-	-	-	-	2	-	-	-	-	-	-	-	-
Switchboard operators	58	5.57	5.00	5.00- 5.81	-	5	3	2	28	6	1	2	7	1	-	1	-	-	-	9	9	1	8	12	4	-	-
Accounting clerks	519	7.41	7.15	5.77- 8.23	-	-	3	55	24	70	39	52	45	60	64	23	10	11	11	9	9	1	8	12	4	-	-
Accounting clerks I	45	5.03	4.90	4.52- 5.43	-	-	2	24	8	11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Accounting clerks II	191	5.99	5.80	5.50- 6.56	-	-	1	30	16	59	3	30	10	4	2	4	-	1	1	-	-	-	-	-	-	-	-
Accounting clerks III	166	8.32	7.85	7.15- 8.55	-	-	-	1	-	-	6	22	34	26	30	15	4	5	-	6	3	-	8	4	-	-	-
Accounting clerks IV	117	9.38	8.23	7.92-10.13	-	-	-	-	-	-	-	-	1	37	32	4	6	5	10	3	6	1	-	8	4	-	-
Payroll clerks	106	6.99	6.50	5.48- 7.50	-	-	3	3	25	12	10	20	6	4	7	1	2	2	1	-	4	2	4	-	-	-	-
Computer programmers	115	13.71	14.34	12.74-15.59	-	-	-	-	3	3	-	-	-	3	-	1	6	-	-	3	5	16	9	21	29	4	[3]12
Computer programmers II	27	10.65	11.75	8.75-12.79	-	-	-	-	3	3	-	-	-	-	-	1	-	-	-	3	3	10	1	-	-	1	1
Computer programmers III	57	14.19	14.47	13.49-15.03	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	6	8	21	17	1	-
Computer operators	357	8.60	8.50	7.52- 9.62	-	-	-	1	-	17	6	8	6	105	34	64	9	65	12	8	10	7	5	-	-	-	-
Computer operators I	28	6.16	5.85	5.77- 6.88	-	-	-	1	-	16	2	5	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Drafters	185	9.12	8.79	7.81-10.10	-	-	-	-	-	-	9	-	15	31	-	63	2	2	14	2	11	2	11	-	-	3	-
Drafters II	31	7.09	7.21	6.00- 7.21	-	-	-	-	-	-	9	-	15	2	-	5	-	-	-	-	-	-	-	-	-	-	-
Drafters IV	18	11.72	11.26	10.10-13.65	-	-	-	-	-	-	-	-	-	-	-	-	2	-	5	2	2	-	7	-	-	3	-
Drafters V	9	14.14	13.89	- -	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	4	-	-	3	-
Electronics technicians	1,192	11.11	11.32	9.51-12.70	-	-	-	-	3	3	-	14	13	21	6	33	9	367	10	9	349	108	188	56	-	3	-
Electronics technicians II	444	11.50	11.32	11.32-12.70	-	-	-	-	-	-	-	-	2	9	4	33	9	14	5	8	244	69	1	46	-	-	-
Electronics technicians III	299	13.00	13.16	12.02-13.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	57	39	187	10	-	3	-
Registered industrial nurses	8	13.73	13.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	4	-	1	-	1
Maintenance carpenters	35	11.66	11.89	11.20-11.89	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	26	-	6	-	-	-	-
Maintenance electricians	148	12.63	12.10	12.10-13.51	-	-	-	-	-	-	-	-	-	-	-	2	2	4	-	6	10	74	17	14	2	12	-
Maintenance painters	22	11.94	11.89	11.87-11.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20	-	2	-	-	-	-
Maintenance machinists	51	11.19	11.89	9.63-11.89	-	-	-	-	-	-	-	-	-	6	2	-	4	4	3	-	21	2	6	3	-	-	-
Maintenance mechanics (machinery)	190	11.81	11.89	9.22-14.63	-	-	-	-	-	-	-	-	2	7	4	22	19	10	6	2	56	-	-	45	4	13	-
General maintenance workers	229	5.87	4.82	4.60- 6.06	-	-	6	111	34	7	18	4	4	2	13	4	2	20	-	-	-	2	-	2	-	-	-
Maintenance trades helpers	35	8.98	8.61	8.61-10.00	-	-	-	-	-	3	-	-	-	-	-	16	-	-	16	-	-	-	-	-	-	-	-

See footnotes at end of table

Table 1. Hourly earnings[1] of selected occupations in El Paso-Las Cruces-Alamogordo, TX-NM, March 1988 —Continued

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 and over
Truckdrivers	561	10.65	11.60	6.90–15.46	–	2	8	26	18	71	8	12	4	65	46	4	7	8	–	–	4	72	20	19	105	62	–
Truckdrivers, heavy truck	116	7.51	7.50	5.55– 7.50	–	–	–	–	9	37	1	–	–	56	–	–	–	–	–	–	–	–	–	12	1	–	–
Truckdrivers, tractor-trailer	224	10.64	9.01	7.03–16.01	–	–	4	5	6	32	6	2	2	7	44	4	1	6	–	–	–	36	–	7	–	62	–
Shippers	41	7.01	7.50	5.45– 8.09	–	–	4	4	3	–	1	–	–	9	8	2	–	–	–	–	–	–	–	–	–	–	–
Receivers	29	7.75	7.50	6.18– 8.09	–	–	–	2	2	1	7	–	2	1	6	2	–	–	–	–	–	4	–	–	–	–	–
Shippers and receivers	63	5.74	5.50	4.55– 6.50	–	2	2	22	1	14	1	17	2	–	–	–	–	–	–	–	–	–	2	–	–	–	–
Warehousemen	66	7.92	6.19	6.00– 9.23	–	–	–	2	–	7	31	–	2	–	1	5	3	–	–	2	3	6	–	4	–	–	–
Shipping packers	97	4.22	3.75	3.50– 4.50	–	50	7	21	6	9	1	2	–	–	1	–	–	–	–	–	–	–	–	–	–	–	–
Material handling laborers	164	5.95	5.68	4.60– 7.42	18	10	12	28	8	20	15	5	20	–	–	–	24	–	–	4	–	–	–	–	–	–	–
Forklift operators	229	7.37	8.03	6.47– 8.31	–	–	–	4	22	25	28	1	–	29	100	16	–	–	4	–	–	–	–	–	–	–	–
Guards	1,197	4.03	3.52	3.45– 4.50	577	216	97	151	57	12	33	9	43	–	2	–	–	–	–	–	–	–	–	–	–	–	–
Guards I	1,186	3.97	3.50	3.45– 4.41	577	216	97	151	57	12	33	9	32	–	2	–	–	–	–	–	–	–	–	–	–	–	–
Janitors, porters, and cleaners	735	4.57	3.83	3.42– 5.18	186	187	52	45	160	28	8	7	–	12	4	13	28	–	4	–	1	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 5 at $17.00 to $18.00, 3 at $18.00 to $19.00, 3 at $19.00 to $20.00, and 1 at $21.00 to $22.00.

Table 2. Annual paid holidays for full-time workers in El Paso-Las Cruces-Alamogordo, TX-NM, March 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	3	3
In establishments providing paid holidays	97	97
Number of holidays:		
1 holiday	1	–
2 holidays	5	1
3 holidays	1	(1)
4 holidays	4	4
5 holidays	14	5
6 holidays	15	5
Plus 1 half day	(1)	(1)
7 holidays	16	6
8 holidays	11	6
9 holidays	6	2
Plus 1 half day	1	4
10 holidays	8	57
Plus 1 half day	–	(1)
11 holidays	16	7
12 holidays	(1)	(1)
Average number of paid holidays where provided (in days)	7.3	9.0

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in El Paso-Las Cruces-Alamogordo, TX-NM, March 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	2	2
In establishments providing paid vacations	98	98
Length-of-time payment	96	98
Percentage payment	2	-
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	* 3	1
1 week	7	18
Over 1 and under 2 weeks	(3)	10
1 year of service:		
Under 1 week	2	1
1 week	73	22
Over 1 and under 2 weeks	(3)	-
2 weeks	23	66
Over 2 and under 3 weeks	-	8
2 years of service:		
1 week	42	11
Over 1 and under 2 weeks	(3)	-
2 weeks	56	77
Over 2 and under 3 weeks	(3)	9
3 years of service:		
1 week	23	4
2 weeks	75	80
Over 2 and under 3 weeks	(3)	1
3 weeks	-	5
4 weeks	-	8
5 years of service:		
1 week	8	1
2 weeks	59	42
Over 2 and under 3 weeks	(3)	1
3 weeks	30	45
4 weeks	-	8
10 years of service:		
1 week	8	1
2 weeks	24	13
3 weeks	58	52
Over 3 and under 4 weeks	1	(3)
4 weeks	8	32
15 years of service:		
1 week	8	1
2 weeks	20	9
3 weeks	44	25
Over 3 and under 4 weeks	(3)	1
4 weeks	26	53
Over 4 and under 5 weeks	(3)	-
5 weeks	(3)	-
Over 5 and under 6 weeks	-	8
20 years of service:		
1 week	8	1
2 weeks	20	9
3 weeks	26	17
4 weeks	37	45
5 weeks	7	17
Over 5 and under 6 weeks	(3)	8
25 years of service:		
1 week	8	1
2 weeks	20	9
3 weeks	23	14
4 weeks	31	26
Over 4 and under 5 weeks	(3)	1
5 weeks	16	38
Over 5 and under 6 weeks	(3)	8
30 years of service:		
1 week	8	1
2 weeks	20	9
3 weeks	23	14
4 weeks	31	26
5 weeks	11	27
Over 5 and under 6 weeks	(3)	8
6 weeks	5	13
Maximum vacation available:		
1 week	8	1
2 weeks	20	9
3 weeks	23	14
4 weeks	31	26
5 weeks	11	26
Over 5 and under 6 weeks	(3)	8
6 weeks	5	13
7 weeks	(3)	1

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

[3] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in El Paso-Las Cruces-Alamogordo, TX-NM, March 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	89	95
Life insurance	88	95
Noncontributory plans	60	74
Accidental death and dismemberment insurance	72	78
Noncontributory plans	47	49
Sickness and accident insurance or sick leave or both	64	93
Sickness and accident insurance	43	56
Noncontributory plans	36	43
Sick leave (full pay and no waiting period)	25	77
Sick leave (partial pay or waiting period)	9	7
Long-term disability insurance	34	64
Noncontributory plans	23	41
Hospitalization, surgical, and medical insurance	89	95
Noncontributory plans	50	55
Health maintenance organizations	9	19
Noncontributory plans	(2)	5
Dental care	29	49
Noncontributory plans	18	34
Vision care	17	17
Noncontributory plans	13	9
Alcohol and drug abuse treatment	50	48
Noncontributory plans	31	28
Hearing care	13	7
Noncontributory plans	6	5
Retirement plans	57	75
Noncontributory plans	43	61
Pension	52	72
Noncontributory plans	43	61
Lump sum	4	17
Noncontributory plans	-	-
Other	4	1
Noncontributory plans	-	-

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

[2] Less than 0.5 percent.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in El Paso-Las Cruces-Alamogordo, TX-NM,[1] March 1988

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
				Within scope of survey				Studied[4]
		Within scope of survey[3]	Studied	Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	494	113	86,089	100	50,576	7,775	37,231
Manufacturing	50	116	31	34,934	41	30,676	1,327	19,326
Nonmanufacturing[5]	50	378	82	51,155	59	19,900	6,448	17,905

[1] The El Paso-Las Cruces-Alamogordo area consists of El Paso County, TX, and Dona Ana and Otero Counties, NM. The workers within scope of survey estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

Alaska (statewide)
Albany, GA
Albany-Schenectady-Troy, NY
Albuquerque, NM
Alexandria-Leesville, LA
Alpena-Standish-Tawas City, MI
Ann Arbor, MI
Asheville, NC
Atlantic City, NJ
Augusta, GA-SC
Austin, TX[1]
Bakersfield, CA
Baton Rouge, LA
Battle Creek, MI
Beaumont-Port Arthur and Lake Charles, TX-LA
Biloxi-Gulfport and Pascagoula-Moss Point, MS
Binghamton, NY
Birmingham, AL
Bloomington-Vincennes, IN
Bremerton-Shelton, WA
Brunswick, GA
Cedar Rapids, IA
Champaign-Urbana-Rantoul, IL[1]
Charleston, SC[1]
Chattanooga, TN-GA
Cheyenne, WY
Clarksville-Hopkinsville, TN-KY
Colorado Springs, CO
Columbia-Sumter, SC
Columbus, GA-AL
Columbus, MS
Connecticut (statewide)
Dayton-Springfield, OH
Daytona Beach, FL
Decatur, IL[1]
Des Moines, IA
Dothan, AL
Duluth-Superior, MN-WI
El Paso-Las Cruces-Alamogordo, TX-NM
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Grand Island-Hastings, NE
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Greensboro-Winston-Salem-High Point, NC[2]
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Harrisburg-Lebanon-Carlisle, PA
Jacksonville, FL
Knoxville, TN
LaCrosse-Sparta, WI
Laredo, TX
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Madison, WI
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South Dakota (statewide)
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[1] In 1988, this area is scheduled to be surveyed under the Bureau's regular area wage survey program.

[2] Scheduled to be surveyed in this program for the first time in 1988. In 1986, the area was surveyed under the Bureau's regular area wage survey program.

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